



ALLIANCE FOR  
RESPONSIBLE MINING

# Annual report 2018





# Contents

<b>1. Paths are made by walking them</b>	<b>04</b>
<b>2. How we are facing 2019</b>	<b>06</b>
<b>3. On the Alliance for Responsible Mining</b>	<b>08</b>
<b>4. Who do we work with?</b>	<b>11</b>
<b>5. The progressive path toward responsible mining (from CRAFT to Fairmined)</b>	<b>12</b>
5.1. CRAFT, a Passport to Formal Markets	15
5.2. Fairmined	16
<b>6. 2018 in numbers</b>	<b>18</b>
<b>7. Miner exchanges and events attendance</b>	<b>22</b>
<b>8. How do we implement our strategies?</b>	<b>25</b>
8.1. Miner support in the field	25
8.2. Development of standards and certification systems	27
8.3. Development of responsible supply chains and markets	28
8.4. Sustainable artisanal and small-scale mining governance	29
<b>9. Activities and accomplishments in the main territories</b>	<b>31</b>
9.1. Colombia	31
Antioquia	31
Bolívar	33
Boyacá	33
Cauca	35
Nariño	37
9.2. Honduras – Santa Barbara	40
9.3. Peru	42
Puno	42
Ayacucho y Arequipa	44
9.4. Burkina Faso – Zorgho	45
9.5. Bolivia	46
9.6. Ecuador - El Oro y Azuay	47
<b>10. Fairmined certified mining organizations</b>	<b>48</b>
10.1. The Fairmined Premium	49
10.2. Challenges of 2018	51
<b>11. We are stronger together – our allies and donors in 2018</b>	<b>52</b>
<b>12. Our team</b>	<b>53</b>
<b>13. Financial information</b>	<b>58</b>

At the Alliance for Responsible Mining (ARM) we strive to communicate in an inclusive language that fosters gender equality. We believe that it is important to highlight this approach in our communications. However, at times we use a gender-specific terms to make reading easier or for aesthetical reasons. In these cases, word usage should be understood to be referring to both genders, unless expressly stated otherwise.

Throughout the document when we say “we”, we are not only referring to ARM’s team, we are also including those who participate in our projects, without whom we would not be able to achieve success year after year.







# 1. Paths are made by walking them

Thoughts by the chairman of the board of directors  
Felix Hruschka

The last days of the year are usually a time for hindsight and premeditation. It is with this mindset that I decided to read the annual reports of the Alliance for Responsible Mining (ARM) since the year 2010 – the year when Laura Barreto and Manuel Reinoso took up their positions as chairperson and vice-chairperson. **By then, ARM had just six employees, including the executive director. Eight years later, in 2018, when Laura and Manuel left their positions, ARM had grown eightfold thanks to their administration, inspiring everyone's efforts and assembling a team of almost 50 people.** My retrospective admiration – “What an amazing accomplishment!” – immediately turned into premeditation – thinking, “What a huge challenge!” –, since by the end of August, ARM's Board of Directors entrusted me and Harbi Guerrero with our leadership roles.

In relation to this growth, in early 2018 we had a lengthy discussion on updating the mission and vision of ARM. Both us and the global environment of artisanal and small-scale mining (ASM) had changed throughout the last decade. This being the case, and as a result of a joint reflection and analysis, we came to define our new vision: we believe in “a legitimate, responsible and profitable ASM that fosters an inclusive and sustainable development.” This vision remains faithful to our values, and we sometimes define it as the “spirit of ARM.” **It points us toward an updated, much broader, integral and shared mission.**

**The development of the CRAFT Code, which we have led and brought to its first version in 2018, is an emblem of this new direction that all of us want to give to ARM. Being an access standard that aims to**

facilitate the inclusion of the legitimate majority of the more than 40 million artisanal and small-scale miners around the globe, **CRAFT is the first sustainability standard entirely developed as per an “open source” concept.**

Needless to say, here at ARM we will use the CRAFT method to steer miners down the path of responsible mining, thereby increasing the number of Fairmined certified mining organizations and the offer of Fairmined gold. This said, CRAFT is free to be used in the same manner by any other initiative whose purpose is to foster responsible supply chains, and fully reflects the realization of our mission.

It is in this way that **we have set out to accompany this process of external openness with an internal institutional renovation.** The addition of a representative chosen by ARM's team to the Board is only the first step. Also in line with this renewed mission, in late 2018 we established our first branch – **ARM Europe –, that will allow us to better support miners in other regions, such as Africa.**

As I am finishing this reflection, I keep wondering, “A huge challenge?” And I think that this is not so much the case, when taking into account the commitment, support and loyalty of so many allies throughout the supply chain – from artisanal miners to jewelers and the industry, as well as the support of donors, institutions, the civil society and governments and, last but not least, a team of highly motivated individuals.

**Thanks to all of you who accompany us along this path. Paths are made by walking them.**







## 2. How we are facing 2019

Executive Director - Yves Bertran

For the Alliance for Responsible Mining (ARM), 2018 ended with some encouraging news, such as the rise from 8 to 11 in the number of artisanal and small-scale mining organizations certified under the Fairmined Standard (in Colombia, Peru, Bolivia, and Mongolia) or the increase in the volume of Fairmined certified gold sold in relation to the previous year, which reached 361,5 kg in one year. **We can consider these results to be quite positive, given the multiple external barriers that affected miners and influenced the process that allowed them to access the international market.** Some of these barriers were the prohibition of the use of mercury in Colombia – and the highly restrictive regulations for its use in Peru – and the inability of Fairmined certified organizations to open bank accounts. Concurrently, this past year **we successfully launched the CRAFT code with the help of many allies in Colombia and around the world.** These successes are, for the most part, a result of the resolute efforts of ARM's team and allies throughout the year, displaying flexibility and adaptation to organizational changes, process and methodology improvements and a commitment to generating and measuring impact.

These news put us directly in front of **two major challenges: continuing with the ongoing efforts to confirm the positive trend of the CRAFT and Fairmined programs**, which are the backbone of our actions, **and taking into account the obstacles faced by mining organizations that are part of responsible supply chains in order to find ways to overcome them.** This is why we consider it necessary to take into account several lines of action with the purpose of organizing a coherent and efficient strategy.

- Our action will mainly focus on the **growth of the Fairmined program.** This will be accomplished by encouraging an increase in the availability of Fairmined certified gold on the market, as well as by working

toward expanding the model into other mining territories. Our miner assistance efforts have taught us that, usually, new administrative difficulties and barriers to formalization and trade appear in almost every country where we work, which is why **we will try to be even closer to miners to improve their experience of being a part of responsible supply chains.**

This 2019 will also see **the upgrade of the Fairmined Standard to version 3.0** which, after 5 years of experimentation and real practices, will integrate the feedback of various allies that adopted the model, and will include our own experience and that of members of the Fairmined supply chain. Without a doubt, this will be a very interesting moment of reflection and a bearer of innovations.

- **The successful adoption of CRAFT code version 1.0, the entry passport to formal markets,** forces us to accompany our allies in the development of materials and practices that allow for the creation of supply chains under this instrument. This also demands our proactivity in developing proposals that facilitate the model's sustainability – a major objective that will be jointly tackled with our ally, Resolve. **We will contribute to testing this access standard in various settings and locations on the planet, which will be valuable for its consolidation, within the scope of the second public consultation that we have planned for this year and will lead to a final version of CRAFT.**

These two programs that we are working for – CRAFT and Fairmined – induce diverse **strategies** that we need to follow to attain sustainable results.

First, the strategy with a **territorial approach**, which has proven to be effective, for example, in the creation of long-term relationships, and **has increased our**

**ability to develop programs that reach their goals.** For this reason, we want to continue building these relationships that allow for the integration of the artisanal and small-scale mining (ASM) component, and to limit our sustainable development work to **territories where we can foresee a long-term presence.** This being the case, we want to create good working conditions and a presence in Western Africa, where we will implement a **project in Burkina Faso, while reinforcing our teams in Colombia, Honduras and Peru.**

We are also convinced that the **expansion of the Fairmined and CRAFT models** will be accomplished by closely collaborating with third-party organizations willing to use them in their **artisanal and small-scale miner support projects.** We are committed to undertaking this long-term work to facilitate the adoption of both programs through other initiatives that may not be directly led and implemented by ARM.

Like other stakeholders, we also seek mechanisms aimed at **involving supply chain stakeholders in the efforts toward better practices,** the reduction of risks and the effective formalization of miners. Which is why we will try to **diversify our sources of funding,** proposing more collaborations with stakeholders within the chain.

The construction of responsible supply chains cannot be accomplished if there are not favorable landscapes, which imply a constant dialogue and the encouragement of transparent information at local and national levels. Our local territorial approach has already shown significant results, and it is our intention to follow this path that guarantees a better integration of ASM in resource-generating activities. Nonetheless, some discussions need to be taken to the **international level, and we will strive to do so on the various roundtable discussions in which we participate.**

Our efforts to **promote gender equality in ASM** grew stronger in 2018 in projects that fostered leadership, participation in local and national affairs, and undertakings by women miners. These involved barequeras, mineral pickers and potters, as well as engineers and technicians, to which we provided support toward organizing associations that accompanied their dream of working in a mining sector free from gender discrimination. This line of work is still a priority, and we will stick to these strategies with sights on integrating gender equality at the heart of

each of our programs.

In closing, we consider that these challenges imply an **increase in personnel and a need for reorganization.** Additionally, ARM already has its **"ARM Europe"** branch, whose role will be to oversee the activities in Africa and, by being closer, it will facilitate the relationship with our allies in Europe. This aspect of ARM's development generates an internal, exciting challenge that will be no small feat: to accomplish an organizational improvement while **caring for, and fostering, the organizational culture – "ARM's spirit" – to reflect the principles that guide our actions.** Still, in the face of all these challenges, we – the team and the board of directors – keep walking together, eager to keep striving for a responsible and sustainable ASM. **We will face this new year with zest and drive and we thank you for accompanying us!**



©ARM



# 3. On the Alliance for Responsible Mining

The **Alliance for Responsible Mining (ARM)** is a global initiative that was born in 2004 with the purpose of transforming **artisanal and small-scale mining (ASM)** into a socially and environmentally responsible activity that improves the quality of life of artisanal miners and their environment.



## 3.1. Our vision

A legitimate, **responsible and profitable** artisanal and small-scale mining that fosters inclusive and sustainable development.

## 3.2. Our mission

We facilitate the **empowering** of artisanal and small-scale miners, their **organization** and the **adoption of good practices**, fostering a **favorable environment** for their integration into the formal economy. We develop **systems of voluntary production and trading standards** and support the creation of **responsible supply chains**.



©ARM



### 3.3. Core strategies



#### Miner's Support

Based on the priorities agreed-upon with miners, **our professionals accompany them in their path toward formalization and sustainability**, generating abilities for an efficient and cleaner production, as well as an organizational strengthening, mining-environmental management systems, good social and work practices, mining business planning and trading.

#### Sustainable artisanal and small-scale mining governance

We encourage the **dialogue** and **collaboration** between different stakeholders toward the creation of a widely unified vision of a **responsible mining**. We foster the positioning of artisanal and small-scale mining as a **legitimate stakeholder** in the planning and organization of the land, as well as public policy **decision making** at a local, national and global level from bottom to top.

#### Development of standards and certification systems

We create and implement **sustainability standards, certification systems and incentives** tailor-made for the artisanal and small-scale mining sector. With the purpose of including miners who are in different phases of development, we propose a progressive approach: **CRAFT** (Code of Risk mitigation for artisanal and small-scale mining engaging in Formal Trade) for groups who are getting started with their formalization process, and the **Fairmined Standard** for more mature mining organizations.

#### Responsible Supply Chains and Market Development

We facilitate the development of **transparent, efficient, certified and responsible supply chains**, connecting miners with national and global market stakeholders.

### 3.4. Cross-cutting focus







## 4. Who do we work with?

### 4.1. Artisanal and small-scale mining organizations



We work with organizations that are undergoing a formalization process, those that have already been formalized, and Fairmined certified organizations.

Our goals in relation to them are:

- The **development** of responsible and **viable businesses**.
- The **improvement** of their economic, social and environmental **practices**.
- Attaining or maintaining the **Fairmined Certification**.

### 4.2. Groups of individual miners: women and men

We work with artisanal miners who are in vulnerable situations – most of them women. Some of them belong to ethnic groups with low levels of productivity, disadvantageous economic conditions, poor health conditions, and are often located in conflict regions.

Our goals in relation to them are:

- Provide support in relation to **association and organizational strengthening**.
- Support their **formalization**.
- Support the **progressive improvement of their mining practices** and their living conditions.
- **Dignify their work** ("barequeo" (gold panning) or mineral selection, among others.).



## 5. The progressive path toward responsible mining (from CRAFT to Fairmined)

Not all that glitters is gold; we already know that not all miners working in artisanal and small-scale mining (ASM) have the resources or capabilities to comply with Fairmined in the short term, but we are convinced that **with effort, work and incentives we can achieve a more legitimate, responsible and profitable ASM with each passing day.**

Being aware that the current situation of ASM is filled with challenges, we believe that it is necessary to accompany and support ASM miners toward formalization and the access to formal markets, so that

they become part of legal supply chains, that in time may become responsible supply chains.

The Alliance for Responsible Mining's model starts with the CRAFT code, Passport to Formal Markets, as a mechanism to access the initial road to formalization, and eventually getting to Fairmined certification, since a **fair mining is the one that will have the most positive impact in the long term for communities and mining organizations.**



©ARM



# CRAFT

Miners in vulnerable situations on the path to formalization.

They want to use CRAFT as a Passport to Formal Markets.

They keep meeting and improving the requirements needed after six months.



They meet the initial requirements for CRAFT.

They can sell to formal markets.

They keep meeting and improving the requirements needed after six months.



They keep improving and sharing their efforts.

They learn about the requirements needed for the Fairmined Standard.

They are responsible miners; they comply with the Fairmined Standard's requirements and can sell their certified gold to fair markets.



They improve practices and social, environmental and working responsibility.

They want to be responsible miners.



## 5.1. CRAFT, Passport to Formal Markets

# CRAFT

CRAFT is a tool that was created to help artisanal and small-scale miners (ASM) **access formal markets**. CRAFT is an entirely new way to approach ASM from its most vulnerable links. CRAFT aims to accompany ASM miners, so that they **progressively improve across various social, economic and environmental aspects**. It was developed, consulted and published in 2018.

### CRAFT is:

1. A tool that helps gold buyers apply **due diligence** in the sector with a focus on development and continuous improvement.
2. A passport to the formal market for ASM miners **focused on the mitigation of the main risks** of ASM.
3. A **progressive** improvement road map for ASM producers. It adopts the definitions of "ASM" and "legitimacy" provided by the **OECD Due Diligence Guidance**.
4. **Globally** applicable, with no areas being excluded.
5. It is designed to be applied to **artisanal gold**. However,



it can be adapted for other minerals.

6. It is fully aligned with the **OECD Due Diligence Guidance**.
7. An **open source code** under the Creative Commons CC BY-SA 4.0 license. Like any open-source standard, CRAFT can be used by any stakeholder in the the ASM gold supply chain, as well as by development organizations, among others.

2018 was the year of the development of CRAFT. This was a significant milestone for ARM and our allies, since we succeeded in creating a new tool for facilitating formalization, transparency and due diligence, and incentivizing a positive involvement of the markets with legitimate ASM.

More information on CRAFT [here](#) 

## 5.2. Fairmined

Since 2012, and with the participation of multiple stakeholders in Latin America, Africa, the United States, Europe and Asia, ARM has been developing and consolidating the FM model. Fairmined has helped **support the sustainable development of organizations and communities of the artisanal and small-scale mining sector**, boosted by the demand for ethically produced and traded metals.

Through its Fairmined program, **ARM supports mining organizations that are at an advanced stage in the process of formalization with sights on attaining the most stringent international standards.** However, the program goes beyond the formalization and certification of individual mining organizations. In order to anchor the Fairmined model in the territories, we promote local good governance through creation of multi-stakeholder roundtables with a purpose of designing and executing a joint action plan favoring the growth of responsible mining.

Nowadays, the Fairmined Certification is more than ever undergoing a meaningful process of development with very good results and global expansion outlooks. In 2018, the demand for ethical gold in international markets surpasses the gold offer of certified mining organizations.

To increase the number of certified mining organizations and the volume of available Fairmined Gold, we collaborated with allies such as Solidaridad, Better Gold Initiative and the SAM project, with their implementing partners in Colombia, Peru, Bolivia and Mongolia.

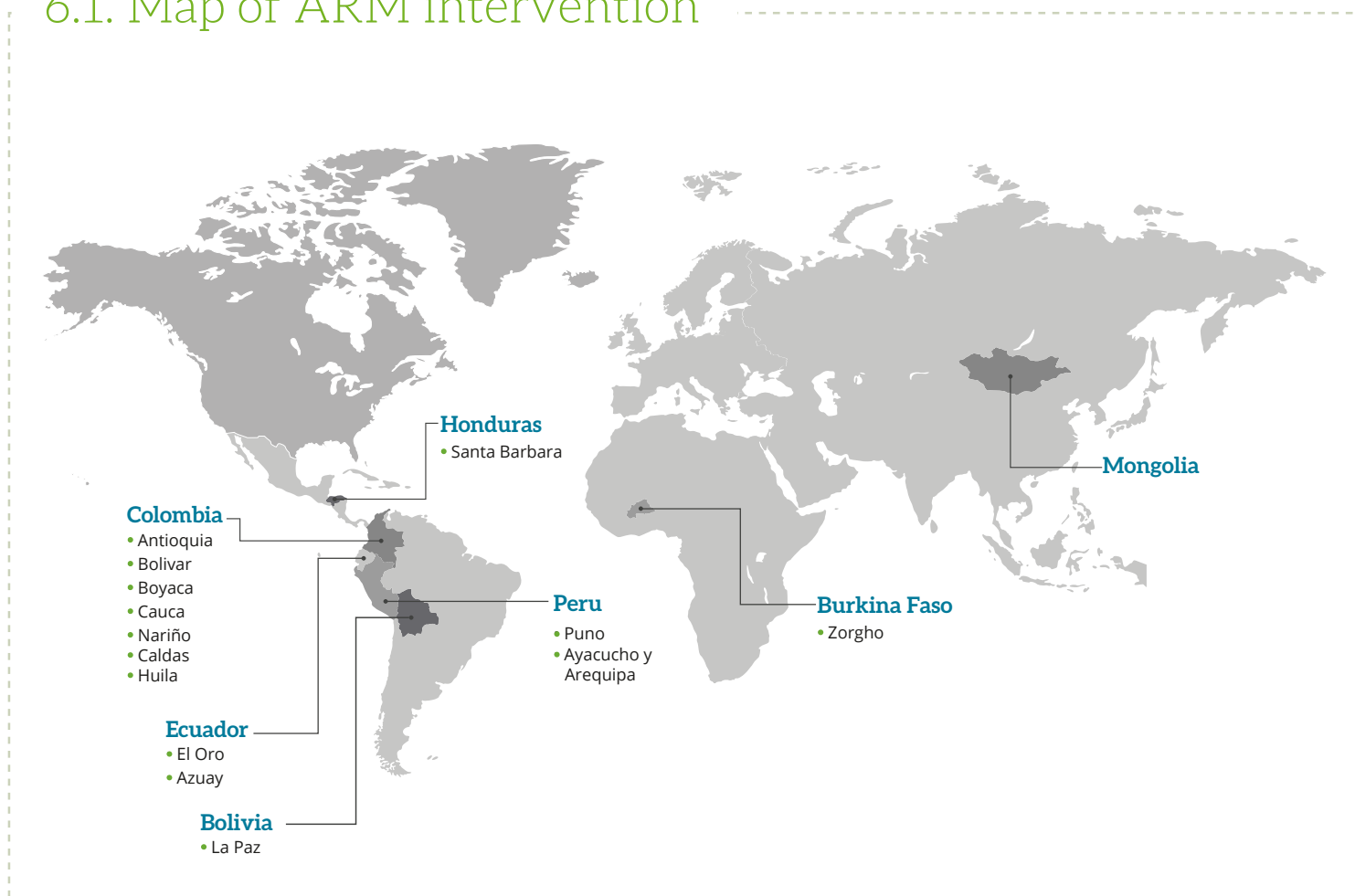


[More information on Fairmined here](#) 



## 6. 2018 in numbers

### 6.1. Map of ARM intervention



### 6.2. Programs, projects and participants



**16** projects and consultancies



**4.991** direct participants



**15.663** people indirectly assisted

**7 countries**

(Bolivia, Burkina Faso, Colombia, Ecuador, Honduras, Peru y Mongolia)



# CRAFT Program

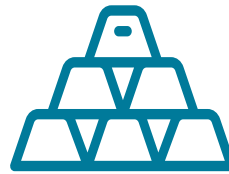
**161** direct participants

**483** people indirectly assisted through the program

# Fairmined Program



**11** Fairmined certified artisanal and small-scale mining organizations as of December 2018.



**361,5 kg of Gold**  
Record Fairmined certified gold sales



Throughout  
**2018**  
participated

**1.643** workers in the Fairmined production system

**6.553** people were indirectly benefited

**549** direct participants involved with organizations working towards certification

# US\$ 1.459.729

Fairmined Premium paid to certified mining organizations

How is the Fairmined Premium invested? [here](#) 



**3** new providers

joined the Fairmined Initiative, ending 2018 with a total of **20**

**55** new licensees

ending 2018 with a total of **191**

## 6.3. Awards and medals



Palme d'Or of the  
Cannes Film  
Festival



Nobel Peace Prize

The Paris Mint (Monnaie de Paris) launched the first coin manufactured with Fairmined Gold in France. [More information.](#)

## 6.4. Publications



Brechas de género en la minería:  
La minería artesanal y de pequeña  
escala colombiana desde una  
perspectiva de género .

(Gender gaps in mining: Colombian  
artisanal and small-scale mining  
from a gender perspective).



Guía para una minería libre de  
trabajo infantil.

(Guide for mining free from child  
labor).



Percepciones e imaginarios sobre  
el trabajo infantil en la minería de  
oro y carbón colombiana.

(Perceptions and beliefs on child  
labor in Colombian gold and coal  
mining).



The Impact of Small-Scale Mining  
Operations on Economies and  
Livelihoods in Low- to  
Middle-Income Countries.



El interesante mundo de la minería  
responsable.

(The interesting world of  
responsible mining).



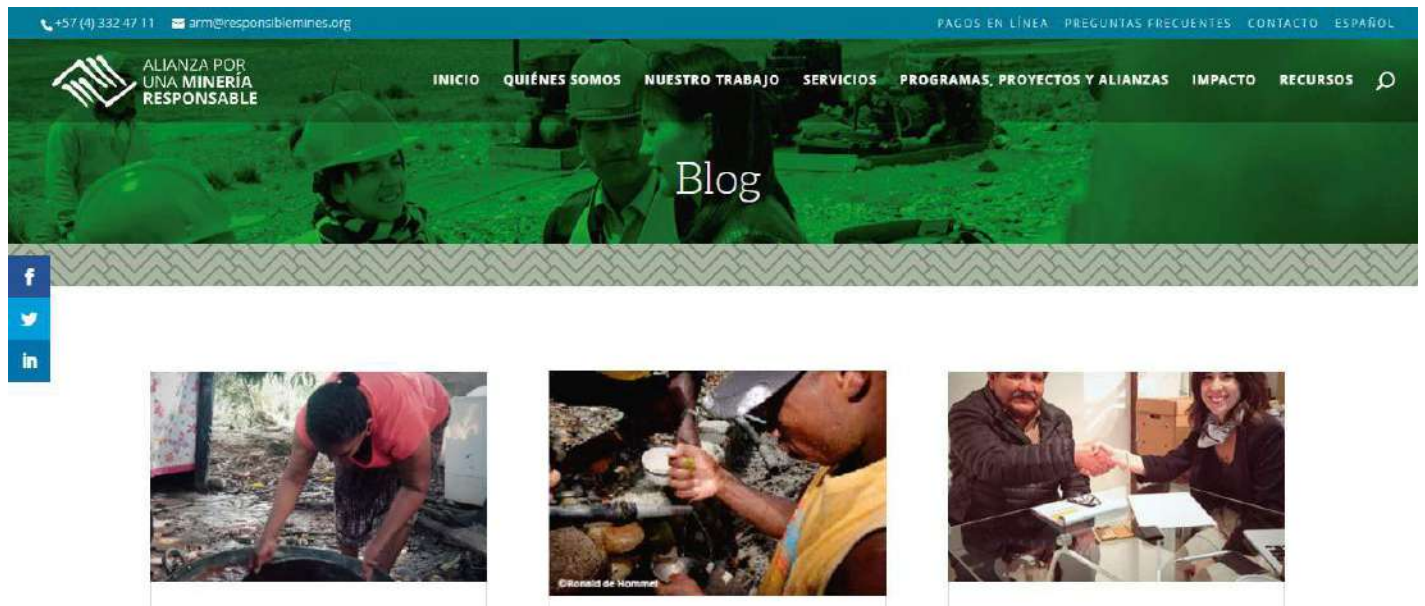
English version of the report on the  
supply chains of artisanal gold in  
West Africa, released in 2017.

## 6.5. Website and blogs



**We created our website  
in French !**

So that more audiences of the foundation could access information that is getting better with each passing day. Worth noting are 12 articles published in ARM's blog containing diverse opinions on issues related to ASM: SDG, Fairmined, international donor priorities, water and mining, due diligence, formalization, mercury and ethical jewelry.





## 7. Miner exchanges and events attendance

As part of our commitment to put miners first, at ARM we promote **exchanges between them, as well as their attendance to international events related to the sector**. We encourage their involvement in

national and international events, to ensure miners' direct experience and knowledge of challenges and opportunities of the sector is taken into consideration in these spaces.

### Miner exchanges



Jewelers visit to Fairmined certified mining organizations in Colombia  
#VisitingFairminedMinest



Honduran miners visit Colombia



Exchange of women miners from various regions in Colombia



Mongolia shared experiences with Ecuador and Colombia on matters of artisanal mining

## Summary of significant events

**Forum on Responsible Mineral Supply Chains**, organized by the OECD in Paris, France, with the participation of Senides Lucumí, a **female mineral selector** that is part of one of our projects in Colombia; and also Urica Primus, mining ally from Guyana. Patrick Schein, member of the Board of Directors; Natalia Uribe, director of Standards and Certifications; and Yves Bertran, Executive Director participated in representation of ARM. At the event, we organized a session to present and consult on the CRAFT Code, in collaboration with our partner RESOLVE.

**São Paulo Global Sustainability Standards Conference, Brazil, organized by ISEAL**, with the participation of Baptiste Coue, ARM's Head of Monitoring and Evaluation. The foundation offered a vision of the **opportunities and challenges of interoperability** with a focus on miners, their communities, and the sustainable development of these communities, thanks to our experience as creators of the Fairmined and CRAFT sustainability standards.

**Chicago Responsible Jewelry Conference**, Chicago, United States of America. Conny Havel, Head of Supply Chains and Market Development accompanied Rolberto Álvarez, legal representative of La Fortaleza, a mining organization that was certified under the Fairmined Standard until 2018. Rolberto talked about the **path toward responsible mining** within his mining organization.

We actively participated in forums of the **Organisation for Economic Co-operation and Development (OECD)** in Ivory Coast and Burkina Faso, the **IGF** (Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development) assembly and **Uneca** (United Nations Economic Commission for Africa).

**Fair Luxury** in London, England. Yves Bertran participated in the **ethical jewelry** event, which was a particularly interesting opportunity to promote the Fairmined initiative and introduce the new CRAFT standard.



**International Conference on Artisanal and Small-scale Mining & Quarrying** in the Republic of Zambia (ASM18), Livingstone, with the participation of Yves Bertran, Executive Director of ARM; and Patrick Schein and Maria Laura Barreto, members of ARM's Board of Directors. We discussed traceability issues and **contributed to the development of the Mosi-oa-Tunya declaration**, which acknowledges the role of ASM and aims to provide strategic guidelines for the future development of the sector. The following miners were able to participate in this event: Herbert Chirinos (MACDESA, Peru); Bismark Onyando (Kenya) and Bebiogo and Hamidou Baba Traoré from Burkina Faso.

**Expomin MAPE Perú**, in Puno, Peru, attended by Marcin Piersiak, ARM's executive sub-director; Raymundo Pacori, ARM's Puno coordinator in 2018; Ruth Arpasi, ARM's local liaison in Puno; and Karen de la Hoz, in charge of identifying new mines. We promoted the **Fairmined Standard** in the region.

**Advisory Committee of the Supply chain models for minerals free from conflict and worst practices** in Bogota, Colombia, organized by ARM, which saw the attendance of allies in the sector, miners and various members of ARM's team.



**Days of reflection on the outlook of women miners on environmentally-oriented management and peacebuilding**, in Bogota, Colombia, organized by UN Women, UN Environment and ARM. This event saw the attendance of **11 miner representatives from 6 Colombian departments**, as well as allies and members of ARM's team.

**Conference of the Parties to the Minamata Convention on Mercury (COP2)**, in Geneva, Switzerland. Laura Barreto and Patrick Schein, members of the Board of Directors, and Yves Bertran, Executive Director of ARM, took part in the event. We offered **several recommendations after COP2**.



## 8. How do we implement our strategies?

### 8.1. Miner support in the field



We create and implement several **strategies, both technical and organizational**, to support mineral producers and artisanal and small-scale mining organizations.

We create these strategies **in collaboration with miners**, who then incorporate them into their processes accompanied by ARM's professionals.



We analyze the **pre-feasibility** of mining organizations/miners for the application of the CRAFT and Fairmined programs.



We analyze the **gaps in mining** organizations and create **improvement plans** through a hands-on approach.

#### We provide support in:

- Geological description and resources.
- Mining plan design.
- Environmental management.
- Mining safety management.
- Optimization of mineral processing.
- Mercury reduction and elimination.
- Organizational strengthening
- Development of business and sustainability plans.
- Promotion of gender equality.
- Elimination of child labor.



## Summary of activities and accomplishments

You may find more information in the region-specific annexes

- Throughout 2018, **4 mining organizations were certified under the Fairmined Standard**: 2 in Peru, 1 in Colombia and 1 in Mongolia.
- In addition to those that were certified, support was provided to **approximately 35 mining organizations in Colombia, Bolivia and Honduras** in regard to anything from gap analysis (aspects that the mining organization should improve to achieve better practices) to the implementation of improvement plans.
- We designed and built a demonstration **mercury-free gold processing plant**, and submitted the technical-environmental report to the environmental authorities.
- We **accompanied 2 mining organizations in their auditing process**, to maintain the Fairmined certification.
- We **accompanied 4 groups of artisanal miners in Colombia and Peru**, strengthening them in aspects such as health and safety, organization and environmental management.
- We developed a **child labor risk self-diagnosis tool**.
- We **designed an internal diagnostic tool that allows further analysis of the compliance with various organizational, environmental, safety and other requirements in mining organizations**, with the purpose of understanding their weaknesses or strengths in these regards.
- We promoted internal traceability systems in mining organizations.
- We managed to provide certified training to over 300 miners by working jointly with the Servicio Nacional de Aprendizaje de Colombia (National Educational Service of Colombia).
- We **supported the creation of policies to address gender violence in 5 mining organizations**.
- We **supported the creation of 2 women miners' associations**, which were reinforced in the field of leadership, women's rights and other aspects of gender equality in mining.



©ARM

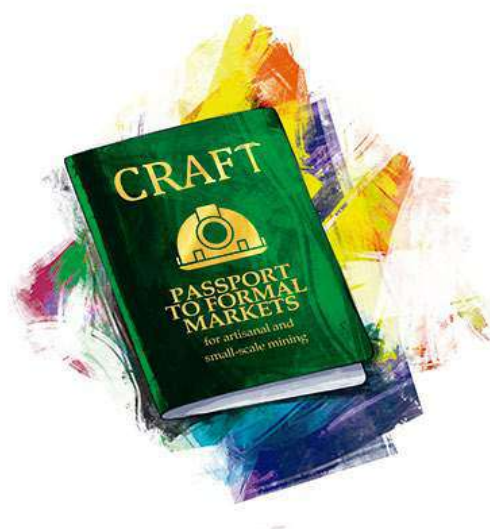
## 8.2. Development of standards and certification systems



### Summary of activities and accomplishments

You may find more information in the region-specific reports.

- **Launch of CRAFT v1.0:** We established governance, development, consultation publication process for the CRAFT Code v1.0 in collaboration with our allies.
- We continued working on the Fairmined Certification trying to provide better security and robustness. This implied the development of a platform for recording of transactions and the management of Fairmined Certification: **we switched from the E platform to Fairmined Connect.**



©ARM



- We created a **new Fairmined Certification procedure** and improved the auditing and Fairmined formats.
- We trained a **new auditing company** in the ASM sector so that it could audit mining organizations willing to get Fairmined certified.
- We **held and organized on-site events for the presentation and consultation of the CRAFT Code**, with various stakeholders of the supply chain.



## 8.3. Development of responsible supply chains and markets



### Summary of activities and accomplishments

You may find more information in the region-specific annexes

- We **helped Fairmined Certified** mining organizations **with commercialization**.
- We performed a commercialization **pre-feasibility analysis for 10 mining organizations in Colombia and 12 in Peru**.
- We analyzed **supply chains for two women associations in Colombia and one small-scale miners' association in Honduras**.
- We **performed a gap analysis on matters of commercialization** for 6 mining organizations in Colombia.
- We provided **support to 17 mining organizations (11 certified and 6 undergoing certification)** on matters of commercialization.



- We established the **CRAFT commercialization model**.
- **We assisted with the first pilot gold sale using CRAFT** by a women miners' association in Colombia. This breakthrough was possible thanks to the Colombian women miners and the implementation of the "ASM Commercialization Model" (created by C.I Anexpo S.A.S) and the CRAFT Code. [More info.](#)

## 8.4. Sustainable artisanal and small-scale mining governance



We foster the **transfer and strengthening of skills between miners**, public officials and members of the civil society.

We advocate **from the grassroots up**.

We perform **diagnoses to understand the landscape of the regions**.

We promote **inclusive local governance**.

We elaborate **case studies** to show the main problems of ASM.

### Summary of activities and accomplishments

You may find more information in the region-specific annexes

- We built **tools to obtain information on the ground** with the purpose of understanding and comprehending the various landscapes in which ASM is performed.
- We designed **entry strategies** to initiate work in new territories.
- We positioned **ASM in spaces of strategic importance**, such as EITI Colombia, to promote inclusion of this sub-sector in EITI reporting, thus raising the awareness of its importance for local economy and employment.
- We **implemented ASM governance strategies** through various roundtables known as Management Committees in 3 municipalities of Colombia and 1 in Peru.
- We developed **action plans** with the participants of these roundtables to tackle specific barriers for ASM sustainable growth.



- We performed 23 regional **feasibility studies across different municipalities** of the countries in which we work.
  - We **published a study that shows the main gender gaps** in gold and coal mining in Colombia.
- More information.**



- We performed a **case study of 3 pilot municipalities for the “Responsible ASM laboratories, from dialogue to action” project**: in Cauca – Colombia – and the Ananea district in Puno – Peru. We published the Cauca study in early 2019, [here](#).

- We performed an **ASM commercialization, regulation, socio-political and formalization barriers analysis** in Colombia and Peru.

- We **lobbied to raise awareness** in relation to the financial inclusion and **mercury issues** by drafting a policy brief on the issue of financial inclusion in Colombia and the situation of mercury worldwide after the Minamata Conference. [More information](#).

- We developed a **booklet to raise awareness on**

**responsible mining among children and teenagers** in collaboration with the Mining Ministry of Colombia and Instituto Colombiano de Bienestar Familiar (ICBF). [More information](#).

- We published a **study on the perception of child labor among coal and gold miners** in 8 Colombian municipalities, [here](#).

- We held a **Cauca-Nariño Regional Workshop to foster a space for participation and for sharing experiences** with miners and local institutions. In it, we jointly developed an **agenda for the sector** – the result of a successful governance model that can be replicated in regions where ARM has adapted in other regions where ARM has presence.



## 9. Activities and accomplishments in the main territories



### 9.1. Colombia

**2.544** direct participants  
**7.653** indirect participants

#### Antioquia



#### “Reducing child labor and building pillars”

We completed the last activities of the first phase of the **Somos Tesoro project** in the municipalities of El Bagre, Zaragoza, Segovia and Remedios working alongside our allies Pact, Fundación Mi Sangre and Fondo Acción. You can find the results of the project [here](#).

Furthermore, we started accompanying the **Pilares project**, led by our ally Pact, in two municipalities: El Bagre and Zaragoza. Three committees that are part of the Solidarity Network of Civil Society Organizations were formed to promote the reduction of child labor, forced labor and the improvement of safety and health in mining.

#### Accomplishments and activities:

- Formation of **two civil society (SC) networks in El Bagre and Zaragoza for the elimination of child labor**, forced labor and the promotion of acceptable working conditions, composed of 42 SC organizations.
- In the Nordeste and Bajo Cauca, we carried out a **campaign to raise awareness on child labor** among small-scale gold miners, which involved **8 gold mines from Segovia and Remedios**, in which approximately **500 miners and 10 communities of barequeros of El Bagre and Zaragoza** worked.





- We held **several training courses on workplace safety and health** as well as environmental issues which saw the participation of approximately 875 miners from 8 gold mines of Segovia and Remedios.

- **5 miners from Segovia and Remedios travelled to Boyacá to share experiences** with miners on issues such as gender, women empowerment, formalization, child labor and safety & health.

- We took part of the **“Siempre seremos tesoro”** event as a closure to the involvement with miners and communities that participated in this project.



- We held activities within the scope of a project led by Transparencia por Colombia: **“Strengthening of the citizenry’s capabilities across 11 municipalities in relation to transparency, access to information and social control of the extractive industry present in their regions”**. It was focused on the control of royalties and projects financed by them. As a partner of the project, ARM performed activities in 4 municipalities of Antioquia where extractive industry (mainly gold) is present.

- We held training sessions on the **General Royalty System, Transparency Law and the Right to Access National Public Information**, the value chain of the extractive industry in Colombia, and social control as a citizen’s right.

- We **created multi-stakeholder roundtables** and citizen’s agendas, succeeding in identifying priority issues.

Donors for this region

USDOL, USDOL through Pact and Transparencia por Colombia.

## Bolivar



“Strengthening the civil society’s need to reduce child labor”

We started accompanying the **Pilares project**, led by our ally Pact, in the municipalities of Barranco de Loba and San Martín de Loba. Three committees that are part of the Solidarity Network of Civil Society Organizations were formed to **promote the reduction of child labor, forced labor and the improvement of safety and health in mining.**

## Donors for this region

USDOL through Pact.

## Boyaca



“Reducing child labor and fostering gender equality”

In this region we implemented the **Somos Tesoro project** which involved 76 mining organizations and around 1000 miners this year. You can find more results for the project [here](#).

In addition, we started the implementation of the gender projects **Orgullosamente mineras** (Proudly women miners) and **Promotion of a network of women miners (phase 1).**

## Accomplishments and activities:

- We performed a campaign to raise **awareness on child labor among coal miners in 67 coal mining organizations** where approximately 600 miners worked. We organized several reflection workshops on child labor for 88 coal miners and a number of training courses on child labor regulations. These courses were certified by the National Educational Service of Colombia and included **a graduation ceremony and the issuance of diplomas to 250 miners.**





- We organized **events for miners to share their experiences** and two events for women miners.
- We assisted and provided guidance for the formation of the Asociación de mujeres mineras emprendedoras (Entrepreneurial Women Miners' Association, AMME) composed of **63 coal mining organizations, students of the SENA mining center and potters** with the purpose of fostering gender equality and the empowerment of women in the region's mining sector.
- We organized a number of **training courses and workshops which saw the participation of 35 male miners and 15 female miners** (jointly with the Women's Secretariat) on the subject of new masculinities, women's rights, and prevention and management of gender violence.
- In collaboration with women miners and potters of Boyacá, we jointly **developed a series of tools to**

**promote gender equality** in the mining sector.

- We accompanied 5 mining organizations in **developing policies against gender violence.**

- In Sogamoso, we signed the declaration of miners of Boyacá and Nordeste de Antioquia for a **mining industry free from child labor.**



## Donors for this region

USDOL and FCIL.

## Story of the territory

**Marieta Orduz, traditional potter from Boyacá, Colombia.**

Women like Marieta have worked in pottery for years, carrying out many duties – they help with firing, loading the kilns, and “whatever needs to be done.”

Creating the bricks is a very artisanal craft. “Bricks are made out of a mixture of clay (50%), sand and loam. All of this is moisturized, stirred and mixed, just like when you bake a cake. All of this process is done manually. Once the loam mixture has matured, the cutting work is scheduled and the brick cutter is rented.”





## “Improving mining and governance practices to foster the connection with formal markets”

We worked in two municipalities of Cauca. In both municipalities, small-scale and artisanal miners came together **to improve processes and practices and advance toward responsible mining**. Local institutions also vowed to support them in accomplishing this goal. The process toward responsible mining is not a direct path, because miners stumble upon barriers and challenges for the formalization of their labor, the access to fairer markets and the obtainment of an adequate institutional support to address their specific needs.

In this region, **we mainly accompanied people of African descent who were victims of armed conflicts: artisanal miners who engaged in barequeo and mineral selection**, as well as mining organizations who were interested in improving their practices. We also fostered **roundtables with various stakeholders**.

### Accomplishments and activities:

- With CRAFT as a starting point, we supported artisanal miners with **organizational issues** (solidary social economy, administration, business development), workplace safety and health, **environment** (elimination of mercury) and **formal trade**. All of this relied – and still does – on diverse activities developed through a **collaborative plan that addresses needs and priorities**, and is also channeled through discussions in roundtables and local and regional debates.

- With the **women mineral selectors’ association**:

- **We helped over 50 women to register to the Mining Information System**, and to obtain RUCOM (Unique Registry of Mineral Traders), which enables them to sell their gold through formal channels.

- **30 women selectors managed to open bank accounts** and became regional leaders in the ASM sector.

- **Training courses and workshops** on: risks



related to the use of mercury and the identification and mitigation of risks in mining and trade.

- We supported their **empowerment** for the participation in roundtables and lobbying activities.

- We helped with a **demonstration of mercury-free gold processing**.

- Four women selectors travelled to Boyacá to **share experiences with women miners** and potters of that region.



- We **collaborated with small-scale mining organizations** in their work toward the Fairmined certification.

- **We performed an analysis of the Fairmined Standard compliance.**

- **A mining organization succeeded in attaining the Fairmined certification**, becoming the first mining organization to be able to trade Fairmined certified gold in the department of Cauca.

- We developed a **governance strategy and fostered local roundtables** on the ASM sector, where we accomplished the following:

- **The exchange of ideas and acknowledgment of the challenges** faced by miners, strengthening and building relationships.

- **We organized spaces for feedback at a regional level** to implement the possible solutions of the action plan that had been created during the roundtables. One of those plans has already seen the completion of 50% of its activities.

- We created an **Environmental Mining Education Plan** in one of the municipalities with the purpose of raising awareness among mining communities on the issue of responsible mining (implementation in 2019).

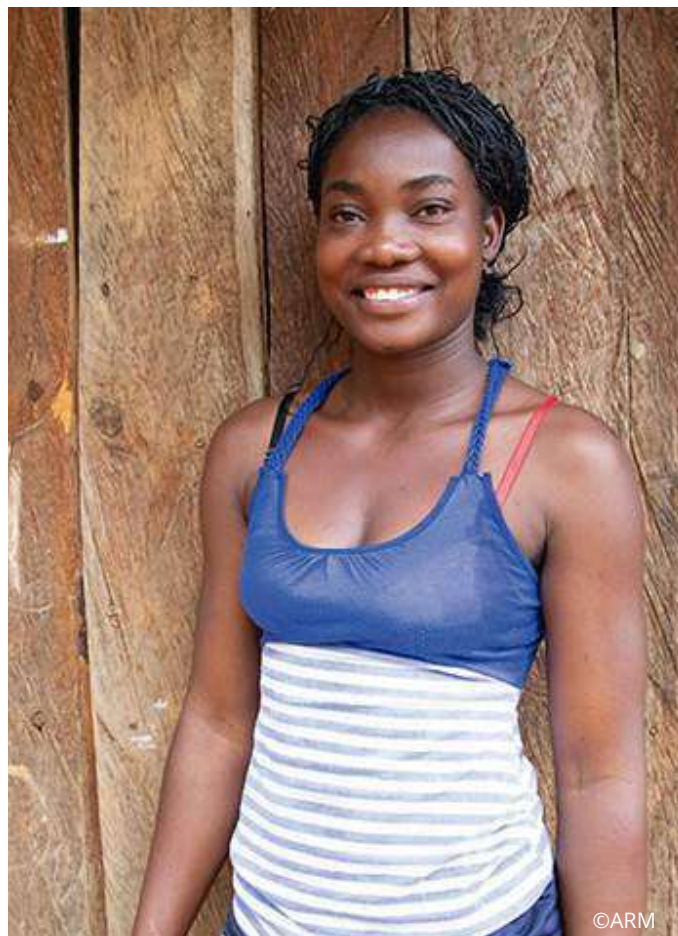
## Donors for this region

ERPM2, Ford, FOS, BGI through BSD consulting, Fundación Ayuda.

## Story of the territory

**Yurani Carabalí Vergara, gold panner (barequera) from Cauca, Colombia.**

Yurani started participating in workshops organised by Alliance for Responsible Mining. The foundation has familiarised them with themes of personal safety and mercury handling. "They spoke about the gear that one can bring down to the streams, like boots, shovels and personal equipment like gloves (...)", she remembers. However, she admits she still goes to work in sandals occasionally: "Sometimes there are no money to buy stuff, and sometimes you can get your toes hurt with rocks". Concerning the use of mercury, she explains that she doesn't fish anymore because the fish is contaminated, and she talks about the need for other miners in the area to gradually stop using it too.





“Encouraging the access to formal markets and the improvement of mining practices”

ARM has **worked with the mining cooperative Coodmilla for several years under the Fairmined Standard**. 10 of its mine sites produced Fairmined Gold, but they stumbled upon challenges in 2018 and they still need to overcome them to get recertified. Furthermore, other mine sites are still undergoing formalization and cannot access formal markets.

With the development of CRAFT, Passport to Formal Markets, there is an opportunity to **connect these miners with the formal market**, leading the entire cooperative to comply with international requirements.

## Accomplishments and activities:

- We designed a self-care participative communications **campaign on health and safety issues**.



- We worked toward **mitigating the most critical risks**, based on the CRAFT approach, through workshops and training courses.

- We provided **advice on technical and administrative issues to resolve formalization problems**, and accompanied the cooperative in resuming their activities after several months of inactivity.

- **5 out of 7 mining sites fulfilled 100% of their improvement plans.**

- More miners are now interested in improving their practices, which is why we performed **20 gap analyses and developed improvement plans**.

- The Cooperative could not trade gold because it did not have an active bank account. This is one of the most important challenges it faced this year and evidences the **difficulty of accessing the banking system**.

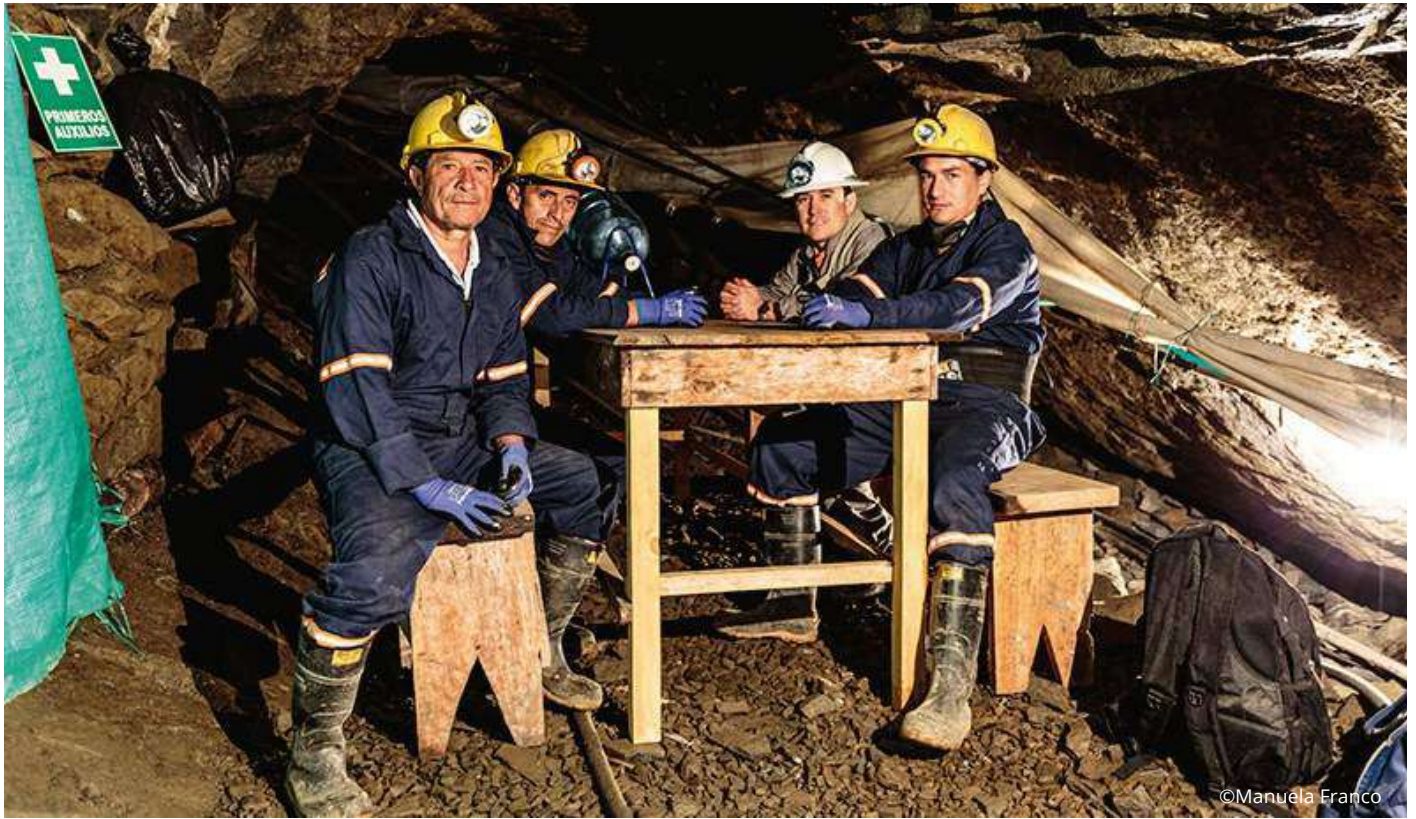
- **In relation to governance** in this region, we made a number of breakthroughs:

- During an **inter-institutional roundtable**, miners were able to present the problems that they face to obtain a legal supply of explosives.

- We participated alongside miners in a **debate on the difficulties of accessing banking services**.







©Manuela Franco

## Donors for this region

EPRM

### Story of the territory

**Rolberto Álvarez, legal representative of of the Asociación Agrominera de los Andes “Fortaleza”, Fairmined certified until 2018.**

“This is our humble story, just like our humble mining organization, which has had to dig its own destiny over years with the conviction that small-scale mining is worthy, ethical and responsible.”



©ARM

# La Llanada Case Study







## 9.2. Honduras

**307** direct  
**participants**

**1.351** indirect  
**participants**

### Santa Barbara

In Santa Bárbara we worked with ASM miners who were part of **7 different communities** to which a major mining company ceded a mining title. In the future, the miners plan to allocate a certain percentage of income to **community development, infrastructure improvement, health and education.**



### Accomplishments and activities:

- Operational and technical:

- **We organized training courses and promoted a mining safety and hygiene campaign** in which both the participants themselves and children from the communities took part. This also led to the creation of a Committee within the organization.

- We **advanced with exploitation tunnels**, and provided training **courses for the design and**

### **construction of galleries and shafts.**

- We analyzed the technology used for mineral processing by the participants of the project, and designed a **processing plant that offers a much higher efficiency** and helps progressively eliminate the use of mercury.

- ASM miners from Santa Bárbara **travelled to Colombia to share experiences** in relation to the management of ASM organizations.

**More information.**

- Environmental education:

- We promoted a **campaign for the planting of around 500 trees** in areas that had been degraded by mining.

- We raised awareness in relation to **water protection**.

- **We built a greenhouse** to give continuity to the process of restoration of areas degraded by prior mining activities

- Organizational:

- We **followed-up on business management issues**.

- **We generated capabilities related to administrative and organizational issues**, fostering strategies to support part of the advancement of the organization.

- Commercialization:

- We **verified the requirements of the CRAFT Code and Fairmined** to foster the connection with formal markets.

- We performed an **analysis of the supply chain**.

- We **promoted a sale** to a German buyer and refiner with the purpose of performing a mineral **analysis for the development of a future supply chain**.



## Donors for this region

**Lundin Foundation.**

## Story of the territory

**Darwin Sevilla, miner from the small mining organization Minas y Cuevas, Santa Bárbara, Honduras.**

“Responsible mining is mainly about taking care of the water and the trees, but it’s also about taking care of yourself.”







## 9.3. Peru

**1.543** direct  
**participants**

**4.783** indirect  
**participants**

### Puno



#### “Promoting an inclusive model of responsible ASM”

In Puno we worked in the district of Ananea, mainly with **small-scale alluvial mining organizations** that hold the necessary concessions and permits to further their operations formally. We also **worked with women who live off of artisanal mining** and in situations of higher vulnerability.

[More information on our first steps in Peru.](#)

### Accomplishments and activities:

ARM has had a permanent presence in the region since 2018.

- We started working with a **group of women gold panners** (bateadoras)\*.
  - Identification of needs and opportunities through **participatory approaches**.
  - We helped with organization issues toward the creation and **self-management of their association: Divinas en Brillo de Oro**.
  - Leveraging our collaboration with SISSAI (jewelry company from Lima and a Fairmined Licensee since 2016), we fostered the training of **5 pre-selected**

**members on jewelry matters** with the purpose of generating jewelry creation skills, and having this knowledge be passed on to other members.

- We performed **participatory evaluations** in which the continuous support of ARM, as well as the education through workshops in which they participated, were recognized.
- We worked with a group of **pallaquera women** (women mineral selectors from the group Central de pallaqueras). Thanks to Decree N°18 – 2018 EM, which paves the way toward the formalization of this activity in the Puno region, we performed an **identification and diagnosis jointly with a first group of pallaqueras**.

\*Persons who engage in gold panning (bateo). Gold panning: Manual operation by which surface sands in riverbeds and riverbanks, and in general, other alluvial terrains are washed to separate and pick the precious metals that they contain. (2015, Ministry of Mines and Energy of Colombia, Mining technical glossary).

Our assistance benefits, either directly or indirectly, approximately 165 pallaqueras that are part of the group.

- **We assisted the CECOMIP LTDA and Oro Puno** Fairmined certified mining organizations. Both organizations have significantly improved their operational, environmental and social practices and have become role models for other nearby mining organizations.

- We supported with the **development of improvement plans** to attain recertification.

- **Technical consultancy** that seeks a technological change that is both clean (progressive reduction of mercury) and efficient (in regard to productivity).

- In collaboration with Oro Puno, we facilitated the **connection between miners and an ethical credit union.**

- We provided training in the **use of the Fairmined Premium.**

- We **improved the connection and the entry**

**into formal agreements** between the various stakeholders in the supply chain.

- We performed **participatory evaluations** in the region in relation to ARM's assistance and post-certification support.

- **We built alliances** to work jointly toward overcoming the challenges of the sector.

- **We cemented the cooperation with the BGI** program and its implementing ally, ABR, to lead a critical mass of miners to adopt better mining practices



## Story of the territory

**Kitzinger Quispe Ríos, Supervisory President of La Central de Cooperativas Minero Metalúrgicas de Puno (CECOMIP), certified under the Fairmined Standard.**

"This certification would allow us to export and for the simple achievement of having fair gold we would receive a Premium".

"Moreover, the Premium could be used to improve our cooperative and community. Our main objective has always been that of buying the processing plant".



## Ayacucho y Arequipa



**The San Luis SA mining organization** (Ayacucho) applied for the first time the Fairmined Certification in the year 2016. However, it had hard work ahead of it in order to comply with the year 0 requirements of the Fairmined Standard. **Thanks to its effort to improve its practices and the technical assistance of the Solidaridad international organization, they were able to get certified in this 2018.**

### Accomplishments and activities:

- Furthermore, **we created a virtual course** on Fairmined which saw the participation of several Regional Directorates of Energy and Mining (Arequipa, Ayacucho and Piura) as well as the General Directorate of Mining Formalization. This was an interactive tool for officials to get to better know the Fairmined Standard.

## Donors in Peru

**Fundación Ensemble, USDOS via the Colorado School of Mines, Ford Foundation and Microsoft.**



©ARM





## 9.4. Burkina Faso

### Zorgho



Action research and **pilot test** with the purpose of identifying and **testing alternatives to the use of mercury** in mineral processing, so as to avoid polluting surface water and groundwater in the region.

After a **first legal, contextual and mineral analysis phase**, miners of the region were encouraged **to test a centrifuge gravimetric processing technology**.

- After 6 months of testing, the results were positive and promising. The miners observed that this type of machine allowed them to obtain twice the gold concentration ten times faster than with the sluice boxes with matting and manual feeding that they traditionally use.

- **A good level of involvement by local authorities was accomplished, as well as a continuous dialogue** between the city halls, the artisanal miners and the deed holders.

Results from the experiment lead us to believe that **the technological conversion will only be feasible in the presence of commercial and institutional mechanisms to support it**, and as long as mechanisms to more comprehensively address the challenges of

formalization are provided. The national agency in charge of assisting the artisanal miners (ANEEMAS) and several donors have shown an interest in scaling up this type of project.

**This will be a starting point and an inspiration for the integral approach proposed by ARM** as part of the project funded by the European Union to begin in 2019.



### Donors for this region

CIEDEL



# 9.5. Bolivia

170

direct participants

595

indirect participants

During 2018, in Bolivia we worked hand in hand with the Universidad Técnica de Oruro (Oruro Technical University) through an inter-institutional agreement that was signed during the first half of 2018, by which senior year students of Metallurgical Engineering will perform **their industrial practicum in Fairmined certified mining organizations.**

The beneficiaries of this agreement were the mining organizations Cooperativa Minera Aurífera Yani (Bolivia) and Oro Puno (Peru). Each of these companies received one student who provided support in gold recovery matters. Reports were prepared, which the organizations can use to make decisions to optimize their processes and improve their processing plants in a way that offers them higher gold recovery levels.



Donors for this region

USDOS through the Colorado School of Mines.



## 9.6. Ecuador

78 direct participants  
234 indirect participants

### El Oro y Azuay

In 2017, ARM set in motion a collaboration with the Canadian International Resources and Development Institute (CIRDI) within the scope of a project that this organization is undertaking in Ecuador – the TransMAPE project –, and for which ARM was tasked with a study that was performed throughout 2018.

The purpose of the **study was to identify training needs in the ASM sector**. We analyzed stakeholder groups and the capabilities and statuses of sector stakeholders, mapped supply chains and singled out the educational needs.

The study highlighted differences in the needs based on the studied regions and the different miner populations and members of the supply chain. It also showed that there were **barriers in the sector** (the inability to legalize the activity so that a specific training program has a significant impact, especially for groups in a situation of higher vulnerability) as well as positive aspects (operational matters, the activity's profitability and environmental management).

In addition, we organized the **Diálogos de Oro** (Gold Dialogues) event.



### Donors for this region




CIRDI



## 10. Fairmined certified mining organizations

In December, 2018 we reached 11 Fairmined certified artisanal and small-scale mining organizations (ASMO).

### Workers in the Fairmined Production System

 <b>1 ASMO in Bolivia</b>	Yani	133
	Íquira	79
 <b>5 ASMO in Colombia</b>	La Coqueta	33
	La Cascada	62
	Coodmilla	204
	Fortaleza	14
 <b>2 ASMO in Mongolia</b>	XAMODX	81
	Shijir Khishig	12
 <b>4 ASMO in Peru</b>	CECOMIP	203
	MACDESA	587
	Oro Puno	22
	San Luís	170



# US\$ 1.459.729

Fairmined Premium paid to certified mining organizations

Summary of the activities in which the Premium was invested across the various certified mining organizations in 2018.

• The Fairmined premium allowed the mining organizations to engage in **social, labor and environmental improvement** through the following actions:

- Improvements in **Processing Plant** facilities (electrical system, bathrooms, security fencing, etc.).
- Investments to acquire and **set up equipment** for the organizations.
- **Training of mine rescuers, coordinators and safety officers** that are part of the certification process.
- **Ecological restoration seminars** and reforestation activities.
- Evacuation of sterile material.
- Creation of a personal **hygiene** kit for workers.
- Expansion and construction of dining halls.
- Acquisition of a **mobile emergency unit** for the community.
- **Hiring professors on specific subjects** and providing support to a community in collaboration with the municipality for the payment of salaries to teachers of school-aged children.
- Implementation and follow-up of the **workplace safety and health system**.
- Purchase of **environmental consultancy**.
- **Purchase of equipment** for the mining organization (computers, transportation, etc.) and payments to professionals.
- Donation for **healthcare units**.
- Payment for the **Fairmined auditing** and certification renewal.
- **Community events** for the integration of workers.
- Donations to community services such as **nursing homes or schools**.
- Community **aid for illness or death**.
- **Christmas present donation** for children of the community.

We will soon have the **Fairmined Premium** investment report at your disposal, which includes further details.





## 10.2. Challenges of 2018

- In Colombia, several Fairmined Certified mining organizations and others whose certification is underway suddenly found that their **accounts had been closed**, and their bank account opening requests were denied. This was the result of a Colombian bank money laundering risk mitigation strategy. **This barrier limits the access of artisanal and small-scale responsible miners to both national and international formal markets.**
- The global demand for Fairmined Gold has significantly exceeded the Fairmined Gold supply this year. New luxury brands wanted to start working with Fairmined but were unable to due to the limited supply, despite a significant increase in gold sales this year when compared to last year, and the potential of already certified organizations.



- Due to production, trade, logistics and export difficulties, several certified mining organizations have been unable to sell their gold to the Fairmined market, or were only able to do so in limited amounts.

[More information.](#)



# 11. We are stronger together

## 2018 allies and donors

### Donors



### Allies



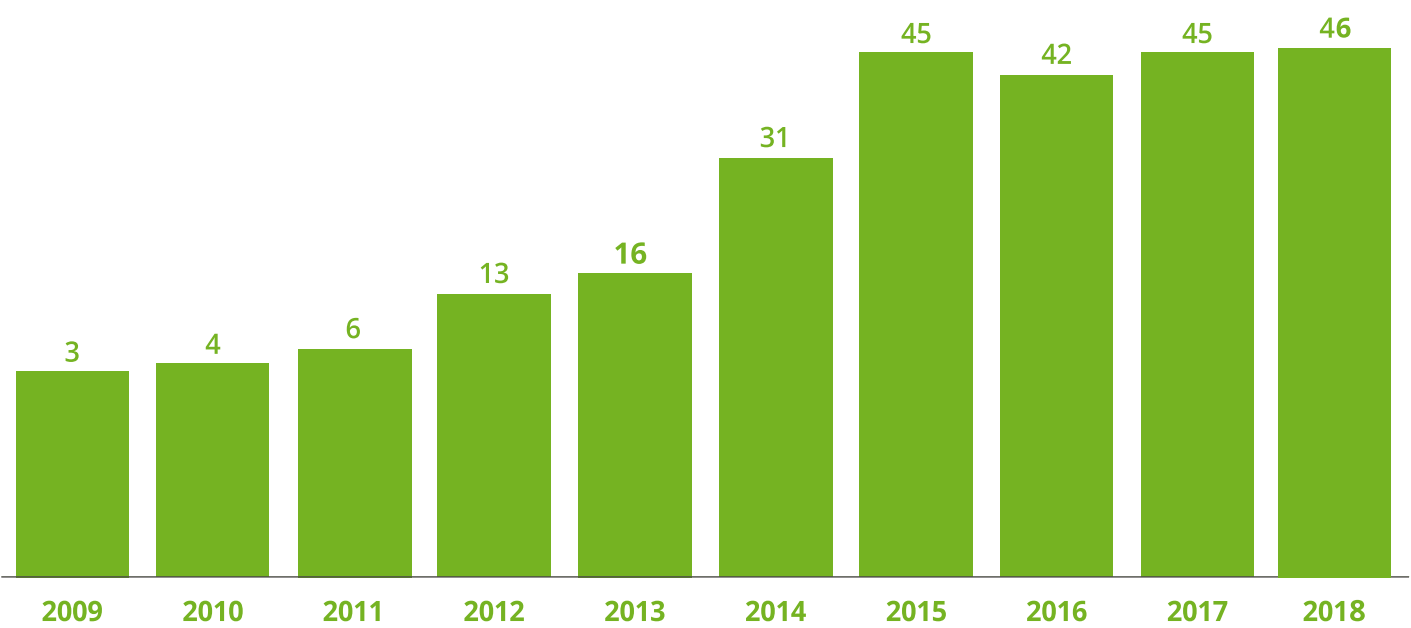


# 12. . Our team



85% of the surveyed team feels satisfied working in, and belonging to, the organization; they stated that in the organization they find **cultural diversity, flexibility and opportunities for professional growth and development**. They find a horizontal structure and autonomy, a good working relationship with their colleagues, and at the same time they feel identified with the organizations’ mission. This employee satisfaction indicator was maintained in relation to 2017.

## ARM Growth



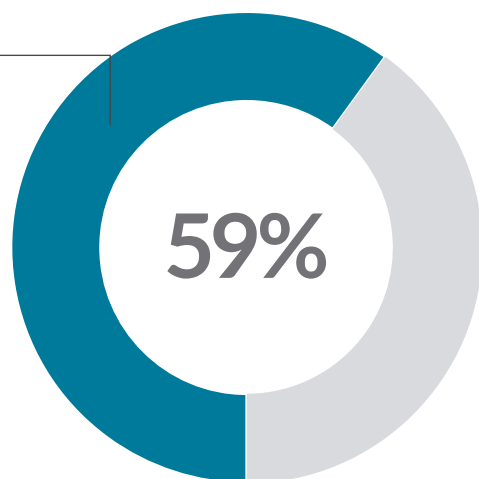


Ana Gloria Pitacuar	Organizational Liaison – Colombia, Nariño, La Llanada
Ana Maria Orjuela Álvarez	Standards and Certifications Officer
Ander Arcos	Coordinator of Gender and Childhood Projects
Ángela Mesa	Sustainable ASM Governance Officer
Ángelo Lopera	Monitoring and Evaluation Trainee
Baptiste Coue	Head of Monitoring and Evaluation
Carlos Andrés Montes Ríos	Coordinator – Colombia, Cauca – Nariño
Conny Havel	Head of Supply Chains and Market – Fairmined Coordinator
Cristian Arias	Supply Chains Officer
Diana Villamil	Local Support Officer – Colombia, Boyacá
Fabio Andrés Santos	Technical Liaison – Colombia, Cauca
Geraud Brunel	Director of New Initiatives and Alliances
Gloria Galvis	General Services
Hugo Delfín Escobar	Organizational and Labor Mining Services Officer
Hugo Molano	GAP application officer
Idriss Linge	PRECACEM Project Coordinator – Africa, Cameroon
Jairo Cardenas	Head of Mining Services
Javier Yrigoyen	National Fairmined Coordinator – Peru
Jerlin Puerta	Administrative and Financial Assistant
Karen de La Hoz	Mining Services Officer
Laura Cruz	Account Management, Marketing and Communication Officer
Laura Henao	Mining Services Officer – mercury
Léa Boucheron	New Initiatives and Alliances Officer
Lina Ospino Ballesta	Mining Services Officer – SST
Marbelys Mendoza	Consultant – Colombia, Antioquia
Marcin Piersiak	Deputy Director
Maria José Murillo	Supply Chains Responsible
Maria Pujol Bremer	Head of Communications
Maureen Ducarouge	Regional Strategies Coordinator
Melissa Marin Uribe	Regional Strategies Office Trainee
Natalia Arias Monsalve	Sustainable ASM Governance Officer
Natalia González Parias	Regional Strategies Director
Natalia Uribe Martinez	Head of Standards and Certifications / CRAFT Coordinator
Paula Stella	Communications Officer
Paule Filion	Ciedel Project Coordinator – Africa, Burkina Faso
Raymundo Pacori	Local Coordinator – Peru, Puno
Romain Kani	Ciedel Project Local Liaison – Africa, Burkina Faso
Ruth Esther Arpasi	Consultant – Peru, Ananea
Sandra Milena Olaya Rizo	Government Liaison – Colombia, Cauca
Santiago Londoño	Director of Administration and Finances
Sergio Ramón Archaga Ramirez	Local Coordinator – Honduras, Santa Bárbara
Triana Tamayo	Accountant
Viviana Velasquez	Organization Liaison – Colombia, Nariño
Yenny Fuentes	Local Support Professional – Colombia, Boyacá
Yerly Descanse Alvarez	Monitoring and Evaluation Officer
Yves Bertran Alvarez	Executive Director

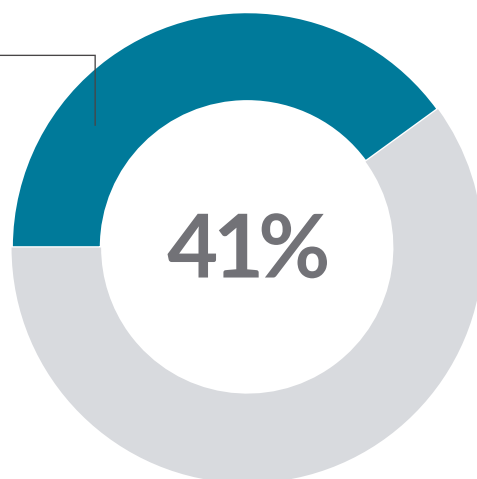
# Gender distribution



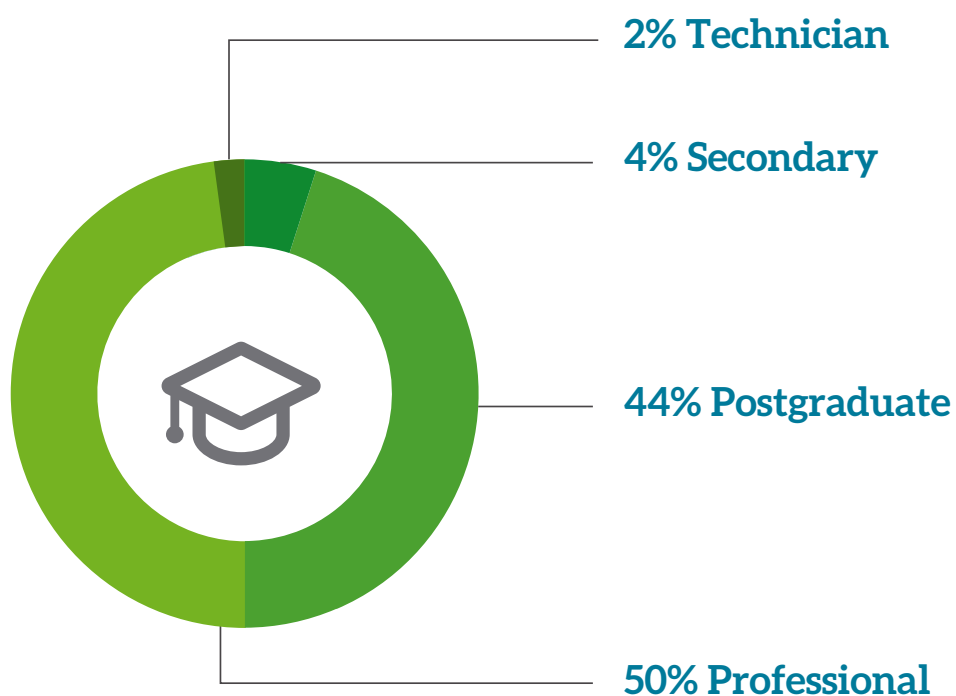
Women



Men



# Education level



## Volunteers

Clément Meleard

We want to thank Clément, who developed the **maps of the sites where ARM had and had had presence across its various projects**. In addition, Clément left a database that can be used to keep building a geographical information system related to the interventions of ARM in the field.

Helen Rivas

We want to thank Helen, who **helped with the preparations for the “Rural development and empowerment of the community councils of Medio Atrato** through the sustainable use of natural and mineral resources” project. Helen analyzed the regulations that apply to the ASM sector in Chocó, the mining context and the mapping analysis of stakeholders in the region.

Colleen Damieux

We want to thank Colleen, who **helped us relate strategies and indicators with the Sustainable Development Goals (SDG)**, thereby facilitating the alignment of ARM strategies with the most important global frameworks. Colleen also helped us identify the various environmental regulations related to ASM in Colombia.

Marta Fava

We want to thank Marta, who **supported us with Spanish – English translations**.

Heloise Bernabeu

We want to thank Heloise for her **support in research projects, supply chains**, markets and Fairmined communications.

María Madejska

We want to thank María, who assisted us by **searching for information to characterize regions and regional feasibilities**, and provided support in relation to the contents and online design of the Fairmined course.





## Board of Directors

**ARM's Board of Directors** is composed of 8 members: Felix Hruschka (chairman), Harbi Guerrero (vice-chairman), Cristina Echavarría, Maria Laura Barreto, Toby Pomeroy, Patrick Schein, Manuel Reinoso and Natalia Uribe, who represents ARM's work team in this body.

On the first week of September, the Board of Directors of the Alliance for Responsible Mining (ARM) elected Felix Hruschka as its new chairman and Harbi Guerrero as its vice-chairman. We thank Maria Laura Barreto for

her great efforts during her eight years as chairman of the Board. Thanks to her experience and great management, ARM has been able to become a leader in the artisanal and small-scale mining (ASM) sector and grow rapidly, in line with her values and as a foundation that works across the globe from the south. In addition, we want to thank Manuel Reinoso, who was the vice-chairman for eight years as well. His work and perseverance have been instrumental for the organization throughout all these years.



# 13. Financial information

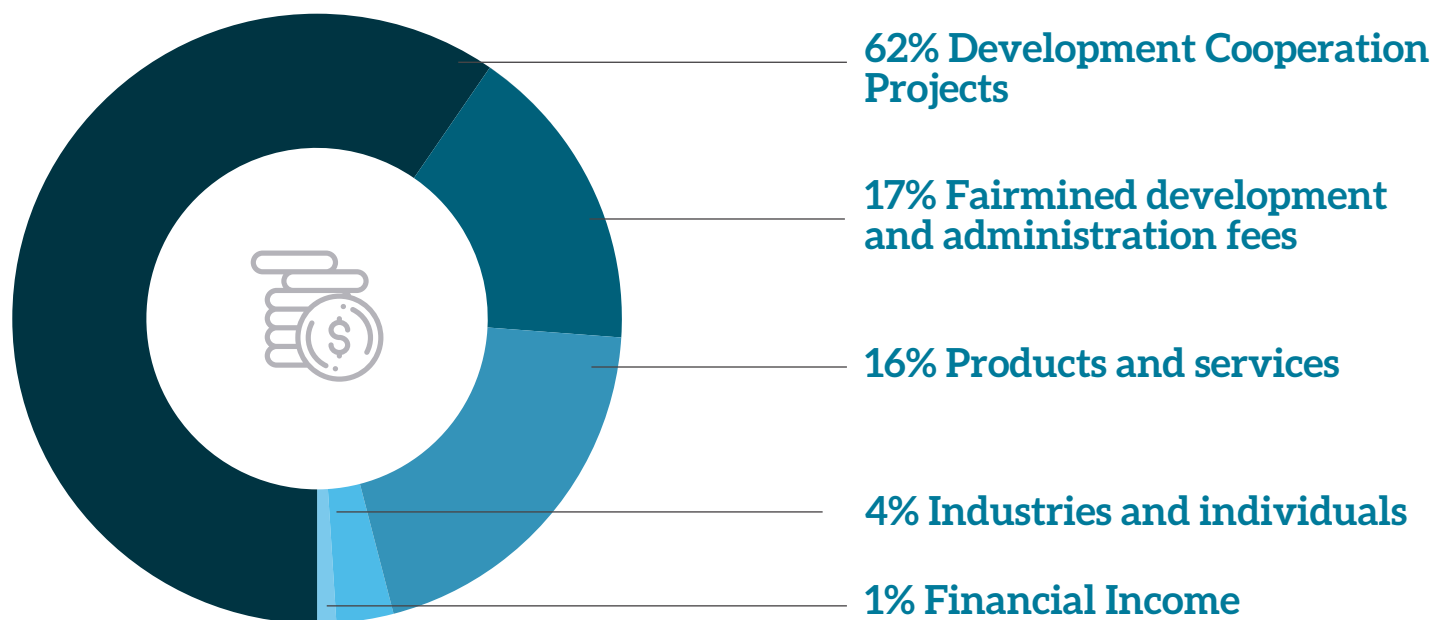
## Income sources

### Economic and Financial Management

In 2018, the total **mobilized funds** amounted to **\$1,254,100 USD (\$4.076 billion Colombian Pesos)**. 62% of these resources came from development **cooperation projects** which provided an income of \$783,022 USD (\$2.545 billion pesos). We also received funds for \$196,681 USD (\$639 million pesos) for our **products and services**.

In 2018 Fairmined Licensing yielded an income of \$216,475 USD (\$703 million pesos). We want to highlight that this amount almost triples last year's income for this item. This income directly supported the certification scheme. We also received additional funds for approximately \$44,280 USD (\$144 million pesos) from the industry and individuals.

We obtained an income of \$13,641 USD (\$44 million pesos) for the management of financial resources and other financial income.



## Expenses destination

	COP	USD	
<b>Mining services/ Implementation</b>	<b>2.358.117.224</b>	<b>725.630</b>	<b>58%</b>
Mining services/ Implementation in Colombia	1.661.292.055	511.206	41%
Mining services/ Implementation in Peru	238.767.002	73.472	6%
Mining services/ Implementation in Ecuador	18.653.923	5.740	0%
Mining services/ Implementation in Africa	299.860.594	92.272	7%
Mining services/ Implementation in Honduras	139.543.670	42.940	0%
<b>Standards and Certification</b>	<b>411.122.757</b>	<b>126.509</b>	<b>10%</b>
Personnel	90.206.529	27.758	2%
Investment in infrastructure	320.916.228	98.751	8%
<b>Supply Chains and Market Development</b>	<b>250.907.778</b>	<b>77.208</b>	<b>6%</b>
Personnel	189.022.679	58.165	5%
Activities and trips	61.885.099	19.043	2%
<b>Governance and Advocacy</b>	<b>88.739.150</b>	<b>27.306</b>	<b>2%</b>
Personnel	88.520.000	27.239	2%
Consultancies, other activities and trips	219.150	67	0%
<b>Management and Administration</b>	<b>656.464.234</b>	<b>202.005</b>	<b>16%</b>
<b>Fundraising and Alliances</b>	<b>114.426.626</b>	<b>35.211</b>	<b>3%</b>
<b>Communication</b>	<b>108.804.492</b>	<b>33.481</b>	<b>3%</b>
<b>Subtotal</b>	<b>3.988.582.281</b>	<b>1.227.350</b>	<b>98%</b>
Financial expenses	88.057.522	27.097	2%
<b>Total</b>	<b>4.076.639.803</b>	<b>1.254.447</b>	<b>100%</b>





# Mobilized funds for Mining services / Implementation per region

**70%** | COP 1.661.292.055  
USD 511.206

Colombia

**10%** | COP 238.767.002  
USD 73.472

Peru

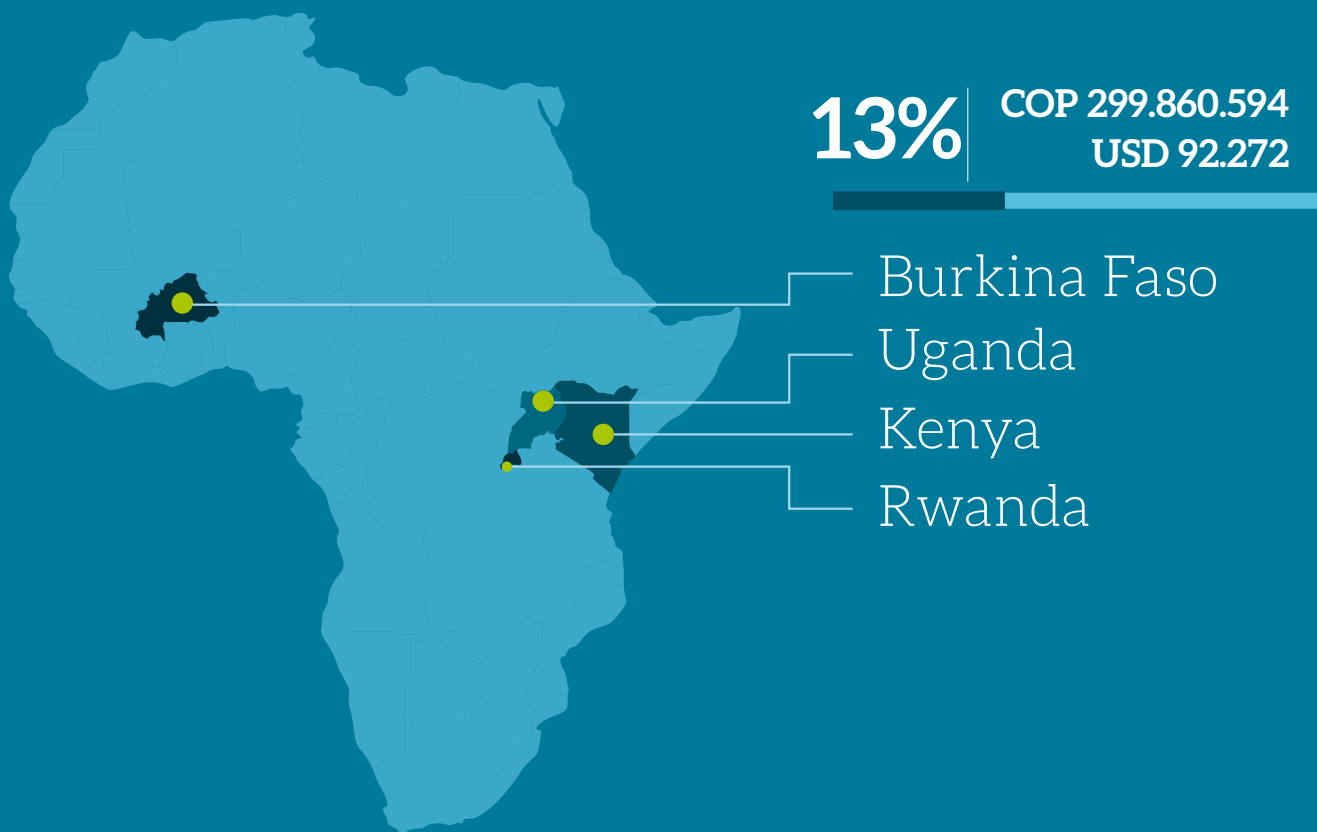
**1%** | COP 18.653.923  
USD 5.740

Ecuador

The entire team of the Alliance for Responsible Mining wants to thank miners, allies, donors and everyone who has worked in the creation of responsible supply chains for having worked together to improve the artisanal and small-scale mining sector, which is the sustenance of many people across the various regions.

**6%** | COP 139.543.670  
USD 42.940

Honduras





Annual report  
**2018** ✓



ALLIANCE FOR  
**RESPONSIBLE  
MINING**

✉ [arm@responsiblemines.org](mailto:arm@responsiblemines.org)

☎ +57 (4) 332 4711

🌐 [www.responsiblemines.org](http://www.responsiblemines.org)

🌐 [www.fairmined.org](http://www.fairmined.org)

📍 Calle 32 B Sur No. 44 A 61  
Envigado • Colombia



/responsiblemines



@responsiblemine



/responsiblemines



Alliance for Responsible Mining